

LOCAL



NEWS

UC Santa Cruz

UC-AFT Local 2199

Winter 1992

The University Council -- American Federation of Teachers

The Union for Senate Faculty, Lecturers, and Librarians at the University of California

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**Local 2199 Sponsors Forum on
The University and the Budget Crisis**

**The Implications for Students, Faculty,
and the Quality of Education**

Analysis of the Forces Behind the News

Tuesday, February 25, 7:30 - 9:30 pm -- Kresge 159

Speakers: **Brian Murphy**, Professor of Political Science at SF State and former chief consultant for legislative revisions of the California Master Plan for Higher Education, speaking on state politics and finances as they affect education

Donna Haraway, Professor of History of Consciousness at UCSC, moderating and speaking on affirmative action concerns

Barbara Epstein, Professor of History of Consciousness at UCSC, outlining implications for graduate education

Esperanza Nee, Director of the Financial Aid Office at UCSC, assessing financial aid issues

Hae Min "Amy" Cho, student activist, addressing student concerns and implications for students of color

S. Travis, a graduate student and former member of the GSEA council, on concerns for TAs and other graduate employees

This forum is the first of a series addressing the political and financial changes affecting the state of education at the University. Please join us and contribute your concerns and analysis to the discussion.

Please see the article on page two inside for more information.

**Local 2199 Sponsors Forum on
the Crisis in Education at UC**

**Join Us Tuesday, February 25,
at 7:30 pm in Kresge 159**

The UCSC Local is sponsoring a forum, the first of a series, to examine the situation we find ourselves in as the budget crisis worsens. At two recent meetings of the Local, members decided that it was critical to be able to respond more effectively to the changing nature of the educational system in California, and specifically to the budget crisis that threatens to imperil the quality of teaching in the UC system. We need to see these changes in light of political changes happening on the national level and in the state.

Programming cuts, financial aid cuts, restructuring, faculty and TA overload, and increasing class sizes without adequate support are only some of the near-emergencies that are common these days. We disagree with the apparent priorities of the University, and seek a better way for UC to adjust to the harder fiscal times.

The Local also feels that the University needs to be examined using the model of a corporation. The fact is that UC, in its present form, is an institution that exists as much for research purposes as for teaching, and it receives significant funding from private corporations.

In fact, state contributions to the UC budget have dropped dramatically since the 1970's, to about 30% today, and are expected to fall to about 15% in coming years. This can only increase UC's dependence on corporate investment.

"Don't Mourn, Organize!"

We need to understand the institution in a national and global context in order to better respond to the changes that concern us.

The Local is sending a letter to all UCSC faculty, inviting them to the forum. The letter is signed by American Studies Lecturer Marge Frantz, Writing Lecturer Roz Spafford, and History of Consciousness Professors Donna Haraway, Hayden White, Barbara Epstein, and Angela Davis.

We urge you to attend so that faculty have the chance to share with each other both concerns and possible options for the future. See you there.

**Negotiations Begin
On UC-AFT Contracts**

***Unit 18 Will Raise
Domestic Partners Issue***

The UC-AFT and the University began contract negotiations for the Unit 18 MOU (Memorandum of Understanding) in February. The Union has reopened three articles: Benefits, No Strikes, and Waiver. The University has only opened Duration, to extend the present MOU. The Union wants to improve the language in the No Strikes article to make it more respectful of the Union and similar to the language in other public employees' contracts.

The discussion on Benefits will include how to implement the new federal Family Leave Act which went into effect in January. The contract mentions leaves and benefits connected with spouses or children, but the Union wants to see domestic partners recognized in the contract as well. The Union also will try to lower the percentage of employment time

required to receive benefits, from over 50% to 37%.

UCSC's Mike Rotkin, Community Studies lecturer, is the Chief Negotiator for the Unit 18 bargaining team. Negotiations continue through March 5.

Unit 17, librarians, also will reopen Benefits in their negotiations. They will additionally open Management Rights, and the article on Waivers.

APM Changes for Senate Faculty Examined by Union

Two sections of the Academic Personnel Manual, the policy guide for UC faculty, are being revised by the University. The sections in question are the Grievances and Discipline articles. As the revision process allows for input by employee organizations, the Union is preparing comments on the sections.

The two units of the Union under contract, lecturers and librarians, have limited access to the APM since the unit contracts cover most of the units' relations with the University. However, librarians are concerned because the APM mentions demotion, and the unit contract has never had demotion as an option.

The Union is also concerned for non-represented academics (ladder faculty and researchers) since the APM is the primary guide for their relationship with their employer. The Union is working to provide the maximum due process possible and an avenue for the redress of grievances.

Recruitment Drive Continues

The statewide drive to bring new members into the Union is going well, with 120 new Senate members and 64

new lecturers joining this past fall. At UCSC, there are now over 100 unionists in our Local, coming from all the colleges and the science buildings.

The Union expects to have most lecturers signed up by June, and almost 10% of the Senate faculty. Recruitment of librarians is moving forward as well. If you would like to join your Union, or know someone who might like to, please call Local Recruiter Stacy Johnson at 429-6184.

UC Cuts Retirement Health Benefits for Newer Faculty

A UC systemwide policy which reduces the number of people who receive full health benefits after retirement went into effect in January of last year. The new policy states that an employee must have been working at UC for 20 years or more to receive full health benefits upon retirement. If the person has been here 10 years, s/he receives only 10% of the normal total coverage paid for by the UC retirement package. For persons here between 10 and 20 years, the percentage covered rises between 10% and 100%.

The policy will obviously save the UC money, and, according to the Benefits office, is similar to some policies in the private sector. However, this policy may deter potential faculty members from accepting an offer from the UC system if retirement packages elsewhere offer better coverage. This policy will especially affect older academics who may not serve at UC for 20 years.

The Benefits office notes that few younger faculty think about their retirement package, but that their office has pointed out the policy change to potential faculty who have asked about retirement.

Thanks to Outgoing Grievance Officer, Welcome to New

Local 2199 would like to thank Sarah-Hope Parmeter for her hard work and dedication to the complicated, difficult, and at times tedious job of local Grievance Officer. After three years, he has stepped down from the position in order to devote more time to teaching and advising students, as a writing lecturer at Merrill College.

Our new Grievance Officer is Tim Fitzmaurice, a writing lecturer at Crown College. So far this year he has not needed to file any complaints although a few UCSC grievances have had to be dealt with on a statewide level. Nevertheless, a case will undoubtedly come up, and Tim and the Local are looking for someone to train with Tim for these responsibilities, since two people may be necessary down the line. Anyone interested may call Tim at 423-1167.

Budget Crisis for the UC System -- Faculty Load May Increase

The 1992-1993 budget plan by the Board of Regents includes no cost-of living pay increases for faculty and staff for the second consecutive year, and a 24% student fee increase of \$550 annually. Merit pay raises for permanent faculty and staff positions are fully funded in the budget, as is money to support 1100 more graduate students and 1500 undergraduates statewide.. If approved, this would be the first time in three years that increased graduate student enrollment was funded.

UC President Gardner is pushing an increase in the number of undergraduate classes and sections offered and a reduction in class sizes,

New Spafford-Isbister Baby

Roz Spafford and John Isbister are the happy parents of William Roy Spafford Isbister. Will came into the world on December 28, 1991. His mother reports that he is in training to be a grievance officer, though he is not yet quite ready for the job. Roz is a long time Union activist, former co-chief negotiator for UC lecturers, a writing instructor at Kresge College, and a contributor to local magazines. Will's father is a professor of Economics and Provost of Merrill College. Local 2199 joins the campus community in congratulating the family on their newest member.

though the budget for teaching will not be increased. The Office of the President has said that the plan can be accomplished through a "reorganization of faculty time," in other words, increasing the teaching load of some faculty.

The Regents requested a 9.4% budget increase from the state, but Governor Wilson's plan offers only a 1.5% increase. This year, cutbacks made included budgets for equipment purchases. If the Office of the President cannot find non-governmental funding to replace the cuts in state funding, more layoffs may occur.

Where Do Those Union Dues Go?

When you pay your union dues, most of the money goes to the UC-AFT, the statewide organization made up of the locals at each UC campus. A percentage goes to the statewide California Federation of Teachers to fund administrative costs, lobbyists,

legal defense, and publications. A smaller percentage goes to the national AFT as well, for the same costs. The CFT and AFT in turn fund projects of the UC-AFT and cover some of our legal costs, so some of that money comes back to us.

A portion of your dues money goes to our local, Local 2199, to cover this newsletter, fliers and letters, union meeting costs (refreshments), and travel expenses for members to attend quarterly UC-AFT Council meetings.

The bulk of your money goes to the University Council-AFT. That body hires a part-time Executive Director/Labor Consultant, a part-time secretary, and several part-time recruiters for the various campuses. The Council's main responsibility is to negotiate with the University, through collective bargaining, and to oversee the administration of the lecturer and librarian contracts. The Director also follows up on issues that exist for Senate faculty, such as the question of the merit freeze.

The Director will also file statewide grievances against the University if necessary, though most grievances are filed at the local level. Currently there are two statewide grievances pending. Dues also pay legal fees. Unfortunately, the University often not only breaks the contracts we have negotiated, but also negatively affects the lives of academics in other spheres. Past court cases include the Open Files case which sought to gain full faculty access to their personnel files. Currently the Union is working on a case regarding the change in UC patent rights policy.

The local is the smallest body and the one immediately responsible for grievances and member concerns. Our officers are not paid - the union is a volunteer organization. We need more people to help work on projects and

organize your local! If you are interested in helping out or in starting your own project, please call one of the Collective members listed on the back page.

UCSC Happenings

Charles Atkinson, lecturer in writing at Porter, won the 1991 American Book Series Award in poetry for his recently published volume *The Only Cure I Know*. Over 500 manuscripts were submitted to the competition.

A book and poetry celebration/reception was held February 13 at India Joze for **Francisco X. Alarcon**, lecturer of Spanish for Spanish Speakers, for the new work *De Amor Oscuro/Of Dark Love*.

Craig Reinerman, associate professor of sociology at Stevenson, is co-author of a new book *Cocaine Changes: The Experience of Using and Quitting*. He has also been selected as a member of Princeton University's Working Group on the Future of Drug Policy, a planning group of 20 national experts.

Students Protest Fee Increase

Students at UC campuses around the state held sit-ins and hunger strikes to protest the 24% fee increase authorized by the Regents in January. This fee hike follows last year's fee increase of 36%. Students fear the damaging affect this may have on many students' ability to pay for an education. Despite promises of financial aid increases (generally in the form of loans instead of grants), there is widespread concern that students without personal or family financial resources will be forced to drop out of school.

In early February, a coalition begun by students of color at UC Berkeley initiated a hunger strike of 200 people that will continue indefinitely, with students taking shifts. Also at Berkeley, 250 students attempted a sit-in at Moffitt Library at closing time after 10 hours of protests, but were prevented by campus police in riot gear. 68 students were arrested.

Ten students at UCSC joined UCB in a two day hunger strike, and about 30 students held a symbolic sleep-in at McHenry Library as a way of demonstrating outrage at the third fee increase in three years. The Student Union Assembly and UC Student Association plan to register 5000 county residents to vote out pro-fee legislators, and are hosting a conference on the subject of access to education.

Students of Color Plan Rally Against Fees, Bradford Decision

Students of color at UCSC have planned a rally for February 18 to protest the fee hike, and also the Bradford Case, which ruled that undocumented students who are residents of California must pay out-of-state tuition costs (\$9000 at UC and \$2000 at the community colleges), and also must be denied Cal Grants. The students are also protesting school vouchers, a Bush proposal which would undermine public education funding at the K-12 level.

***It's Your Union
Keep It Strong and Healthy
Recruit A Friend***

County Happenings

La Familia Center To Close

Familia Center in Beach Flats was forced to close its doors this month due to funding problems. It will try to reopen in three months, and hopes to buy its building. The center needs about \$73,000 more in its annual budget to continue to offer the services it has been offering.

Familia Center is the service center for the Latino community in Santa Cruz, the only bilingual organization of its kind and the oldest Latino organization in the city. 13.3% of the Santa Cruz city population is Latino. The center offered medical services, English and art classes, activities for children, and referrals, as well as serving as a general meeting ground for the community.

City Council Approves Building of Non-Union Longs Drugstore

The Santa Cruz City Council approved the General Plan and zoning changes required to build a controversial Longs Drugstore on Mission Street near Olive. Unlike Thrifty's Drugstore, Longs employees do not have a contract with their employer. Local business owners and philanthropists George and Gail Ow are the developers of the Longs project.

Neighborhood opponents of the project, such as the Westside Neighborhood Alliance, say it will cause massive traffic congestion and noise, and harm the neighborhoods in the area. Proponents argue that it will create 50 new jobs and bring in tax revenue for the city.

Previously, the city Planning Commission voted against the project 5-2. It now goes on to the Zoning Board which may recommend design changes.

Local Unions Sponsor Conference on Funding for Public Education

A one day conference called *Public Schools in Crisis: A Community Response* is set for Saturday, February 29, from 9 to 4, at the Cabrillo College Student Center. It is sponsored by Save Our Schools, Cabrillo College, the Pajaro Valley Teachers' Federation, the Greater Santa Cruz County Federation of Teachers, SEIU Local 415, the SC County Central Labor Council, and the Community Action Board.

Speakers include Lenny Goldberg of the California Tax Reform Association, Judy Coppich of Policy Analysis for California Education, and elected officials. Panelists will discuss the funding crisis, the changing population, school vouchers, educational reform, and the pitting of education funding against other social services such as welfare.

Issues to be discussed in workshops include funding proposals, possible local actions, networking with other groups and communities, and working through unions. The conference welcomes all participants, and you may register by sending \$5-\$20 (sliding scale) and your name and address to 114 Plum Street, Santa Cruz, CA 95062. Indicate if you will need childcare and include your phone number.

Statewide UC-AFT Updates

Dues Deductions Grievance

An arbitrator was selected to hear a grievance regarding the University's unwillingness to begin dues deductions immediately when a member joins, and also its practice of not automatically reinstating members who are back from a leave or a quarter off.

Merit Deferrals Case Pending

The Union's grievance against UC on the delay of merit increases for 1991-92 is pending arbitration, but UC may refuse to arbitrate. Some faculty members are filing on an individual basis, and the UC Davis local has filed as a body. These cases will proceed locally and then at some point will be consolidated by the statewide.

Union Goes to Court Over Patent Policy Change

The Union is working on a court case regarding UC's change in policy on royalty rights to faculty members who patent a product or other item which has been developed with UC funded research. The Union is interested in contacting anyone who feels s/he may suffer from this change in policy. If you know of someone in this situation, please contact Local 2199 Organizer Stacy Johnson at 429-6184.

UC Tries to Gag Union

The University is trying to set a policy that all discussions of negotiations of contracts with the Union are confidential and not to be discussed with the media ("including the student press"), even though newspapers are a way of communicating with the Union membership. The Union has asserted its right to speak with whomever it wishes to, and to communicate with its members in whatever way it sees fit.

Coalition of Teachers' Unions

A union coalition movement is growing among the national AFT, the American Association of University Professors (AAUP), and the National Education Association (NEA). These bodies all represent different sectors of teaching

professionals and university employees. A coalition could be a strong force for lobbying for various needs and concerns of educators nationwide.

Campus Solidarity Updates

The Graduate Student Employees' Association

GSEA's case for recognition by the University is continuing, with hearings before a PERB administrative law judge continuing until the end of February.

The hearings, which began January 7, center on the union's eligibility for collective bargaining. This is the largest case in the history of PERB's existence, with 37 volumes of information.

The Berkeley union of TAs is awaiting a ruling from the state appeals court, and that ruling would most likely affect UCSC's union as well. However, the PERB hearings now in process may result in a decision before the state court hands down its ruling.

AFSCME Works on Workplace Safety Following AB 109

The UCSC local of the American Federation of State, County, and Municipal Employees consists of a clerical unit, a service workers' unit, and a skilled crafts unit. The skilled crafts unit has a local contract with UCSC and bargains directly with the Labor Relations Office here. The other two units are statewide units, as are both of UC-AFT's units. AFSCME represents over 1000 people on this campus, and is a nationwide union of 1.19 million.

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Boycott of The Seaside Company Begins Year Two

**Holiday Inn, The Boardwalk, and
Cocoanut Grove Targetted**

UCSC Connection Investigated

The boycott of the Santa Cruz Seaside Company has now begun its second year. The Hotel and Restaurant Employees' Union, Local 483, continues its protest of the union busting tactics of Charles Canfield's company, which owns 70% of the tourist industry in Santa Cruz.

Jennifer Wintrode, a former union organizer for the workers at the Holiday Inn, recounted some of the history of the campaign in a recent *Monthly Planet* article:

"The Holiday Inn workers had the protection of a union contract for 20
continues on next page

Honor Union Labor

AFSCME continued from previous column

Following the passage of AB 109, the state Workplace Safety Act, the clerical unit will be working with UC's Environmental Health and Safety Office to improve conditions in every workstation. Their discussions could include safety issues around computers to concerns about toxics in the surrounding environment. These are concerns that the UC-AFT units may want to work on also.

Holiday Inn continued from previous page

years before the Seaside Company purchased their hotel. Of the 80-100 workers, most are long-term residents who live and raise their families in Santa Cruz County. Approximately 60 percent of the employees are women (many single mothers) and 50 percent are people of color, the majority being Latinos/Latinas.

"Prior to purchasing the Holiday Inn, the Seaside Company had established a history of disrespect towards its workers and the labor community. In 1984, upon purchase of the Casa Del Rey, it fired a majority of the former employees and succeeded in decertifying their union. Again in 1985, when the Cocoanut Grove workers won bargaining rights, it stalled negotiations for 20 months until the workers walked away from the table....

"After the (Holiday Inn) purchase, politicians and community groups persuaded the company to rehire all those who worked under the previous owner. Now, after two years of slow negotiations with the company, the Holiday Inn workers continue to prove that history will not repeat itself as they remain strong and determined in their fight for a decent contract."

The main issues for the workers are health insurance, job security and union rights, and an employee pension plan. The Seaside Company arbitrarily classifies workers as "casual," "part-time," and "full-time," labels which do not correlate with actual hours worked. Full medical benefits are provided only for those few labeled "full-time."

The company resorts to unjustified firing and discipline based on "business reasons," and refuses to honor the employee's grievance procedure. And finally, the company has proposed eliminating the workers' pension plan.

"After months of stalled negotiations, the Holiday Inn workers voted by a 10:1 margin to impose economic sanctions on their employer. One year ago, in January of 1990, the boycott started....Our campaign has

Union supporters are asked to boycott the Holiday Inn, Cocoanut Grove, the Carousel Motel, the Sea & Sand Motel, the Santa Cruz Beach Boardwalk, and Jeep-Eagle, Porsche, and Santa Cruz Imports, at the Capitola Auto Plaza.

been endorsed by thirty local progressive organizations....Every day the workers tell me of another group which has pulled a banquet from the hotel or I receive a letter from someone who has decided to stop going to brunch at the Cocoanut Grove. A myth about boycotts is that you have to pull 50 or 80 percent of business away to make an impact. Actually 4-10 percent of business pulled out takes a major chunk out of a company's profit margin....

"The Seaside Company...is pushing the city to spend millions of dollars redeveloping the beach area so the boardwalk can be expanded. What is missing from the company's vision is a true commitment to the future of its employees. Without decent wages, benefits and job protections, our neighbors and friends working in the service industry will no longer be able to afford to continue living and raising their families in Santa Cruz.

"Everyone must work and make a living -- the great promise of the labor movement is its potential to build bridges between all people in our country based on this commonality.... We must...support people who are willing to stand up for equity and fairness in the workplace."

The UCSC Angle

The University has a corporate account with the Holiday Inn, and UCSC accounts for about 1300 room-nights, or around \$97,000, paid for annually. Among the people UC places at the hotel are visiting faculty, interviewing faculty, and guest speakers.

Various boards are aware of the boycott and supportive enough to send people to the Dream Inn (at only \$4 more per night), or to other local hotels. However, unlike the Divisions of Natural Sciences, Arts, and Social Sciences, the Humanities boards place their guests through their division. When contacted recently, the Division of Humanities office was not very receptive to the idea of the boycott, but did say that boards could request that their guests be placed elsewhere if the boards will pay the additional costs.

Women's Studies, History of Consciousness, and Community Studies have already shown their solidarity on this issue. Please feel free to contact your board to see if it is honoring the boycott or, if it is under Humanities, if it will direct the division office to honor the boycott when it places the guests of your board.

The other major way UCSC contributes to the Seaside Company's anti-labor profits is through banquets at the Coconut Grove. Stevenson, Cowell, and Porter Colleges all have had graduation dinners there recently. A Slug Brunch was also held there, as well as a dinner for the CE Board. The Grove usually waives deposits for UC organizations, which makes it attractive to some.

Local 2199 may take up the boycott as a short term project to convince boards, colleges, student groups, and the administration to honor the boycott
continues next column

National Solidarity News

Supreme Court Restricts Union Organizing at the Workplace

The Supreme Court sharply limited the right of union organizers to recruit or organize workers at their work site. In a 6-3 opinion written by Clarence Thomas, the court overturned a 1988 National Labor Relations Board ruling that permitted organizers access to property, such as parking lots, that is basically open to the public though privately owned.

In the January 27 decision, an appeal of the NLRB ruling in favor of the UFCW regarding a shopping center parking lot, the court ruled that union organizers are allowed to enter an employer's property only in "the rare case" when the union can demonstrate that "unique obstacles" prevent it from reaching potential members any other way.

The court said that the NLRB had failed to pay adequate attention to a 1955 precedent which allowed organizers to enter an employer's property only if employees are "beyond the reach of reasonable union efforts to communicate with them."

Vital Bill to Ban Strikebreakers Moving to Senate Floor

The Workplace Fairness Bill, S-55, which outlaws employers from hiring "permanent replacements" for striking workers, will soon come up to the U.S.

UCSC Angle from previous column of all of Seaside's facilities. If you have ideas or are interested in this, please call Stacy Johnson at 429-6184.

Senate floor. These "replacements" are a loophole in the law which makes it illegal for workers to be fired while legally striking. Rather than fired, they may be "permanently replaced."

The measure faces a tough floor fight, where 60 Senate votes are needed to impose cloture to override the expected filibuster. The House version of the bill passed handily in July.

In the past few years, labor has won three major battles to reinstate workers who were replaced. However, there are still a few struggles going on around the nation involving workers who were replaced and locked out.

All of the Democratic candidates for President support the bill, except for Tsongas, who supports forced arbitration.

New Democratic Teamster President

New Teamsters' President Ron Carey was sworn in this month, after a historic election victory assisted by Teamsters for a Democratic Union, a nationwide grassroots group of members. Carey, a United Parcel Service employee in Queens, NY, won with 48.5 % of the vote, compared to 33.3 % for R.V. Durham and 18.2 % for Walter Shea. Carey's entire slate won along with him. He has pledged to sell limousines and jets, root out any waste, and cut the enormous salaries of top IBT officials. Unlike past Teamster leaders who supported Republicans, Carey does not support George Bush.

The Teamsters Union is the largest private-sector union in the nation, with a history of ties to organized crime. The racketeering lawsuit against the union by the Justice Department resulted in the government takeover of

some of the management of the union. This controversial and potentially frightening precedent of governmental control over labor unions ironically forced the union to agree to last December's democratic election, as a way to settle the lawsuit.

In local news, Northern California Teamsters may go out on strike against Safeway to protest the loss of jobs and the takebacks a Safeway contractor wants from workers transferred to a giant Tracy warehouse. A nationwide or California-only strike could begin March first, so keep an eye out.

SEIU Campaign Against Apple Computer Heats Up

The Service Employee's Union has stepped up the pressure on Apple Computer and Shine Building Maintenance, the non-union contractor that cleans Apple's Silicon Valley facilities. A hunger strike by workers began in January, and supporters of the "Justice for Janitors" campaign also picketed the recent MacWorld Expo in San Francisco. The campaign against Apple and Shine has been going on for one year.

Shine pays minimum wage and provides inadequate health benefits, and was only recently forced to reinstate workers illegally fired for union activity. The unfair labor practice settlement by the NLRB forced Shine to pay \$10,000 in back pay to the workers. Shine also has been cited by OSHA for health and safety violations and is under investigation by the California state labor commissioner for violating other federal labor laws.

Apple is one of the largest Silicon Valley companies that does not hire union contractors, despite its otherwise good reputation.

AFL-CIO Organizing Victories in "Right-to-Work" Tennessee

Recent victories in organizing workers previously without a union include three in Tennessee, an anti-union "right-to-work" state. The UAW, the Graphics Communications Union, and the Bakery and Confectioners' Union organized a total of more than 4000 workers in Tennessee last year. The AFL-CIO organizing section is concentrating on the South for this time period.

Other organizing victories include AFSCME workers at the Universities of Minnesota and Illinois, CWA health care workers in Buffalo, SEIU janitors in Los Angeles, and 1800 SEIU nurses in Miami. It appears that the rumors of the death of the labor movement have been greatly exaggerated.

Surprise! -- Unions Didn't Cause the Trade Deficit

American labor unions are not the cause of the nation's trade deficit, according to the Economic Policy Institute. Despite allegations (by unnamed sources...), there is no evidence that unions slow the introduction of new technology or hurt industry performance.

"Japan, West Germany (sic) and Canada, three nations that account for 63 percent of America's trade deficit, all have higher unionization rates than the United States," and surpass the US in wages, benefits, and public services provided to their workers. Perhaps it's the *lack* of mass unionization that is causing some of the economic pain in this country.

UC-AFT Local 2199 UC Santa Cruz Collective

Questions? Concerns? Suggestions?
Please feel free to call one of us.

Virginia Draper, Writing, Stevenson.
Membership. 426-8284.
Miriam Ellis, French Language, Merrill.
426-5896.
Tim Fitzmaurice, *ex officio*, Writing, Crown.
Grievances. 423-1167.
Judith Harris-Frisk, German Language,
Crown. 423-5872.
Jacquelyn Marie, Librarian, McHenry
Library. 423-6268.
Mary Kay Martin, Writing, Kresge. 476-
6586.
Sharman Murphy, Writing, Oakes. 459-
8501.
Sherri Paris, Writing, Merrill.
Sarah-Hope Parmeter, Writing, Merrill.
479-7642.
Sarah Rabkin, Writing, College Eight. 458-
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Paco Ramirez, Spanish Language, Cowell.
Treasurer. 479-3852.
Mike Rotkin, *ex officio*, Community
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